U.S. Army Training and Doctrine Command

Command Overview Brief
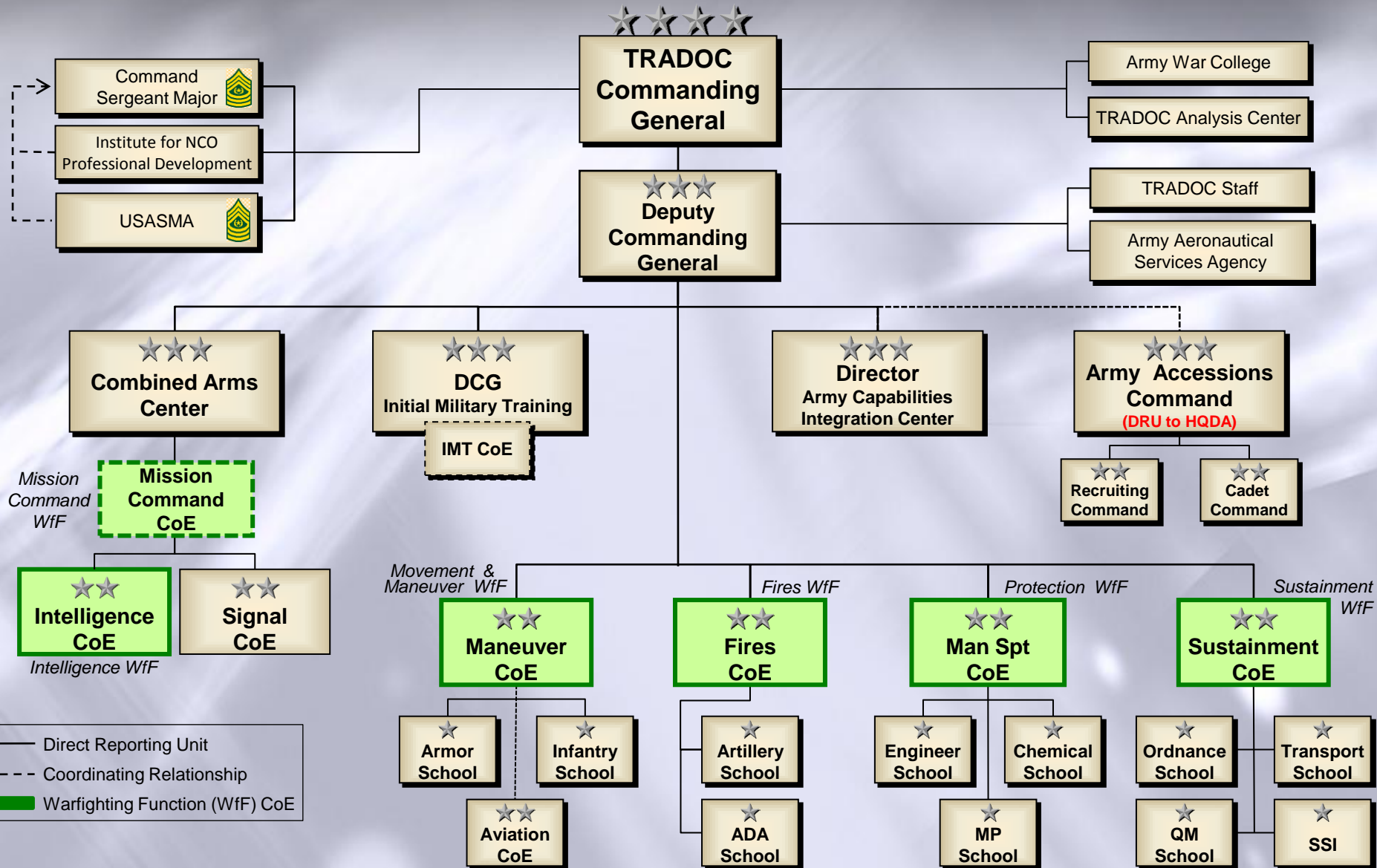
LTC Bohman
12 Aug 10

TRADOC Mission

TRADOC develops the Army's Soldier and Civilian leaders, and designs, develops, and integrates capabilities, concepts and doctrine in order to build a campaign-capable, expeditionary and versatile Army in support of joint warfighting commanders through Army Force Generation (ARFORGEN); Support the Army's Human Capital Core Enterprise.

Commander's Priorities

1. Leader Development
2. Initial Military Training
3. Concepts and Capabilities Integration
4. Human Capital Enterprise
5. Army Training and Learning Concepts
6. Doctrine

TRADOC Re-Organization

TRADOC Commanding General ★★★★

Deputy Commanding General ★★★

Command Sergeant Major

Institute for NCO Professional Development

USASMA

Army War College

TRADOC Analysis Center

TRADOC Staff

Army Aeronautical Services Agency

Combined Arms Center ★★★

DCG Initial Military Training ★★★

IMT CoE

Director Army Capabilities Integration Center ★★★

Army Accessions Command (DRU to HQDA) ★★★

Recruiting Command ★★

Cadet Command ★★

Mission Command WfF

Mission Command CoE

Intelligence CoE ★★

Intelligence WfF

Signal CoE ★★

Movement & Maneuver WfF

Fires WfF

Protection WfF

Sustainment WfF

Maneuver CoE ★★

Fires CoE ★★

Man Spt CoE ★★

Sustainment CoE ★★

Armor School ★

Infantry School ★

Artillery School ★

Engineer School ★

Chemical School ★

Ordnance School ★

Transport School ★

Aviation CoE ★★

ADA School ★

MP School ★

QM School ★

SSI ★

── Direct Reporting Unit

--- Coordinating Relationship

▮ Warfighting Function (WfF) CoE

What We Do…

Prepare the Army to Dominate in FSO

- Leader Development
- Lessons Learned
- Doctrine Development
- Training Concept
- Training Support
- Functional Training

★★★

Combined Arms Command (CAC)

Imperatives:

- **Develop our military and civilian leaders**
- **Provide trained and ready forces to support current operations**
- **Develop and Integrate Capabilities**

Initial Military Training

- Basic Training
- Advance Individual Training
- Basic Officer Leadership

★★★

Initial Military Training (IMT)

Develop and Integrate Capabilities

- **Concepts**
- **Requirements Determination**
- **Capabilities Integration**
- **Human Dimension**

★★★

Army Capabilities Integration Center (ARCIC)

Manage and Execute the Army's Human Capital Strategy

- Acquire (Market, Recruit, Access)
- Distribute
- Sustain
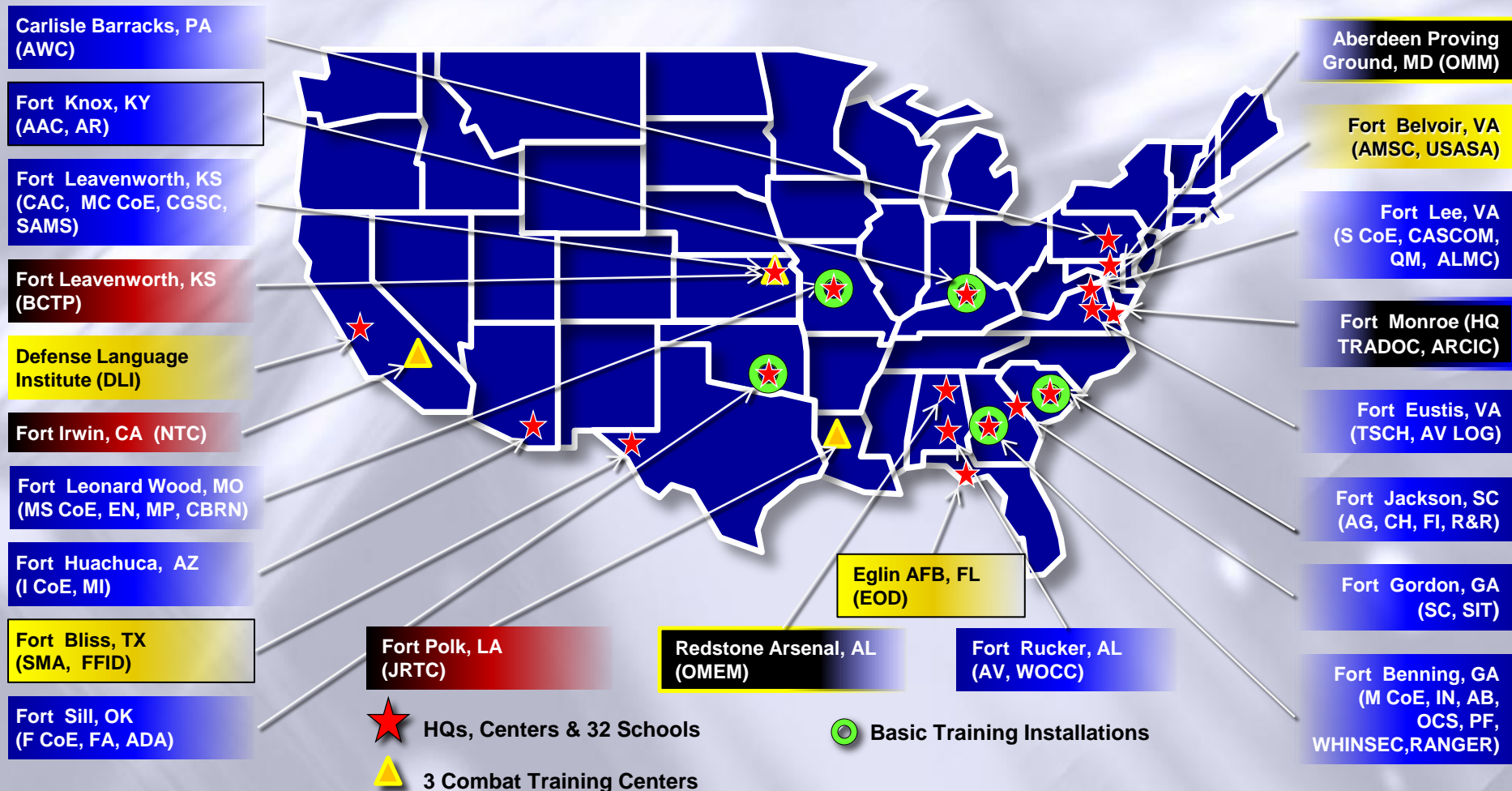- Transition
- Structure
- Develop (Career Management)

★★★

Army Accessions Command (ACC)

Where We Are…

- Senior Commander on 13 Installations
- Six (6) Tenant Installations
- One (1) CTC Operations Groups
- TRADOC BRAC Moves

29K Military
+15K Civilian
44K Total

Carlisle Barracks, PA (AWC)

Fort Knox, KY (AAC, AR)

Fort Leavenworth, KS (CAC, MC CoE, CGSC, SAMS)

Fort Leavenworth, KS (BCTP)

Defense Language Institute (DLI)

Fort Irwin, CA (NTC)

Fort Leonard Wood, MO (MS CoE, EN, MP, CBRN)

Fort Huachuca, AZ (I CoE, MI)

Fort Bliss, TX (SMA, FFID)

Fort Sill, OK (F CoE, FA, ADA)

Aberdeen Proving Ground, MD (OMM)

Fort Belvoir, VA (AMSC, USASA)

Fort Lee, VA (S CoE, CASCOM, QM, ALMC)

Fort Monroe (HQ TRADOC, ARCIC)

Fort Eustis, VA (TSCH, AV LOG)

Fort Jackson, SC (AG, CH, FI, R&R)

Fort Gordon, GA (SC, SIT)

Fort Benning, GA (M CoE, IN, AB, OCS, PF, WHINSEC, RANGER)

Eglin AFB, FL (EOD)

Fort Polk, LA (JRTC)

Redstone Arsenal, AL (OMEM)

Fort Rucker, AL (AV, WOCC)

★ **HQs, Centers & 32 Schools**

◉ **Basic Training Installations**

▲ **3 Combat Training Centers**

Emerging Trends in the Operational Environment

Uncertainty

Location, Adversaries, Context, Duration

Pace of Change

Exponential, not Arithmetic

Hybrid Threats

Dynamic combinations of conventional, irregular, terrorist and criminal capabilities

Increased Competition

Rising powers, organized militias, technology as a leveler

Decentralization

Networked Forces, Dispersed Among the People

Military Power in the 21st Century will be defined by our ability to **adapt**

Leader Development Framework

Mission: The mission of Army leader development is to educate, train, and provide experiences to progressively develop leaders to prevail in Full Spectrum Operations in a 21st Century security environment and to lead the Army Enterprise

Paradigm Shifts:

- The effect of increasing complexity and time on an expeditionary Army

- The effect of decentralization on a modular force

- The need to frame ill-structured problems

Construct:

- **Ends**: Leader Characteristics

- **Ways**: Leader Development Imperatives

- **Means**: Career-long development through education, training, and experience

LEADER DEVELOPMENT STRATEGY

Training | Education | Experience

Army Capstone Concept
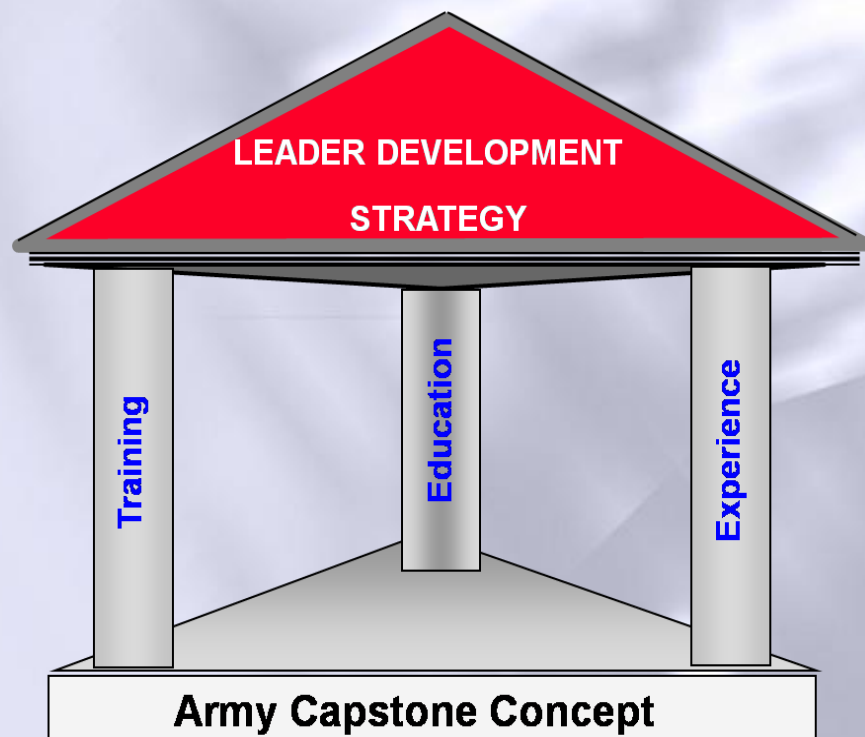
Initial Military Training: The Training Process

What We Get

A volunteer from a changing society

Those who HAVE potential

Those who SHOW potential

Those with desire, but show or have limited potential

What We Do

For Soldiers:
- Begin the inculcation of Army Values
- Improve physical capabilities (without "breaking")
- Train initial Warrior/Technical Skills
- Instill discipline and early sense of teamwork

For Officers:
- Train Basic Branch Skills
- Further Inculcation of Values and Professional Ethos

What We Provide

Soldiers and Leaders who join the operational force in a changing environment

Concepts to Capabilities…

ARCIC Core Functions
- *Concept Development*
- *Requirements Determination*
- *Capability Integration*

CURRENT   FUTURE

Rolling 2 Year Cycle
Developments - Resourcing - Acquisition

Ideas

Army Capstone Concept

Lessons Learned
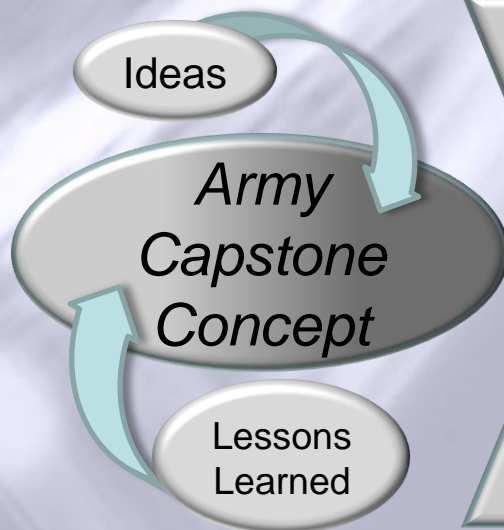
- Experiment
- War game
- Analyze
- Evaluate
- Integrate
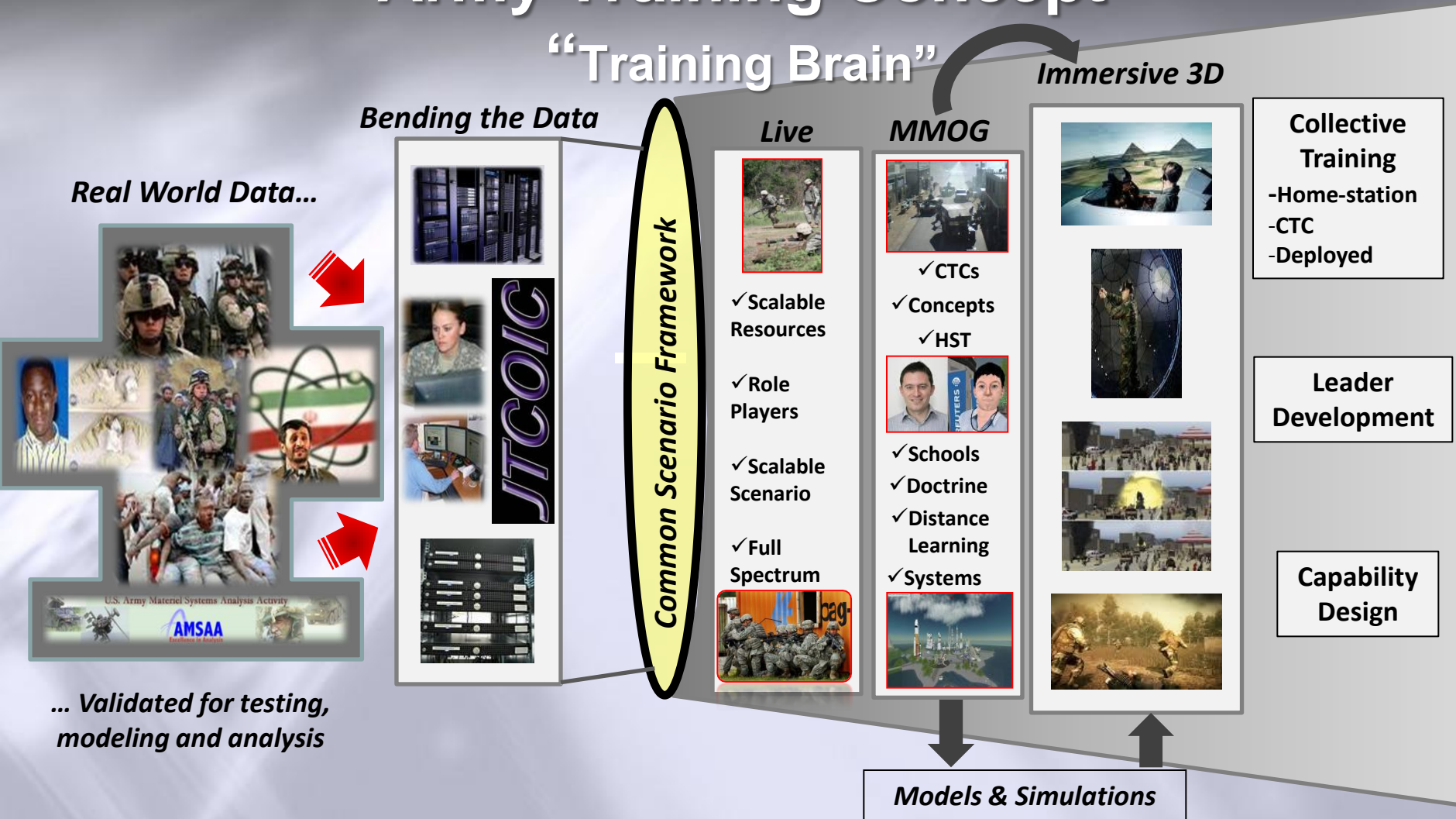(by/with/thru CoEs)

Capabilities to Joint Force Commanders

Organizations of …

- well-*trained soldiers*
- possessing the *right skill sets*
- with superior *equipment*
- employing sound *doctrine*
- led by competent and confident *leaders* who understand their organizations' potential
- and are empowered in combat by *superior information*
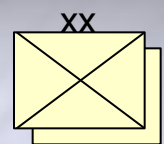- supported by *state-of-art facilities*

RISK

Army Training Concept

"Training Brain"

Immersive 3D

Bending the Data

Real World Data...

Common Scenario Framework

Live

MMOG

- ✓ Scalable Resources
- ✓ Role Players
- ✓ Scalable Scenario
- ✓ Full Spectrum

- ✓ CTCs
- ✓ Concepts
- ✓ HST

- ✓ Schools
- ✓ Doctrine
- ✓ Distance Learning
- ✓ Systems

Collective Training
- Home-station
- CTC
- Deployed

Leader Development

Capability Design

U.S. Army Materiel Systems Analysis Activity
AMSAA

... Validated for testing, modeling and analysis

Models & Simulations

Enabling a new learning model by providing dynamic, reality based environments

Real Time Collection and Dissemination

Event

Unit experiences or develops new Tactic, Technique, or Procedure.

Wiki Doctrine

Warfighter Forums

CALL Theater Observer/Lessons Learned Integration Analyst/CTC or MTC observation detachment
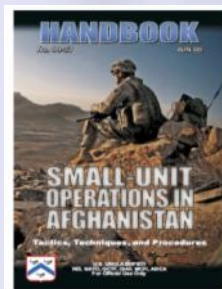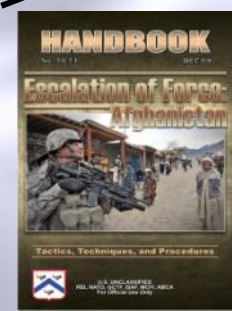
CALL disseminates information to:
- Army Schools
- Training Centers
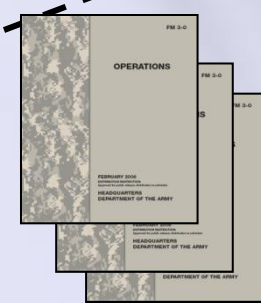- Follow-on units
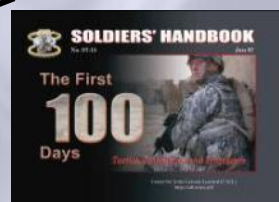- Other services, Interagency, Allies

1-7 Days

Integrates lessons into Pre-deployment training; Publishes required Handbooks.

Analyzes gaps; develops Lessons; identifies gaps in training, education, Doctrine, and organizations.

<100 Days

Fully integrates lessons into Doctrine. Adjusts organizations and institutional education.

Summary

TRADOC is in the Fight! Victory Starts Here!

- **Supporting the Warfighter by:**
  - Developing confident, competent, versatile Leaders for our 21st Century Army
  - Preparing new Soldiers to join the team
  - Providing responsive and realistic training
  - Accelerating and integrating capabilities

- **Preparing the Army for an Uncertain Future by:**
  - Implementing the Capstone Concept articulating how the Army will fight in the future
  - Constant review and revision of Doctrine
  - Designing and developing the future Army Modular Force